

VA's Hiring Goal for People with Targeted Disabilities

The Department of Veterans Affairs (VA) has set a *three percent* goal for hiring people with targeted disabilities. Thus, three percent of our new hires are expected to be from this group.

The targeted disabilities are: blindness, deafness, partial paralysis, total paralysis, missing extremities, epilepsy, severe intellectual disabilities, psychiatric disabilities, and dwarfism.

VA: An Accessible Environment

VA believes in providing an accessible work environment.

If you need an accommodation to apply for a vacancy at VA, please contact the human resources point of contact listed on the job opportunity announcement (JOA). If you are offered a position with VA, inform the human resources point of contact if you need an accommodation to perform the duties of the position.

For More Information

The VA Disability Program web site provides additional information at: www.diversity.va.gov/programs/pwd.aspx.



U.S. Department of Veterans Affairs
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People with
Disabilities

U.S. Department of Veterans Affairs
Office of Diversity and Inclusion

VA is seeking to hire talented individuals to serve America's Veterans and their families. VA's mission is to fulfill President Abraham Lincoln's promise "To care for him who shall have borne the battle and for his widow and for his orphan."

Today's modern VA is a dynamic partnership. We divide our shared mission between three administrations: Veterans Health Administration (VHA), Veteran Benefits Administration (VBA), and National Cemetery Administration (NCA). With more than 300,000 employees, VA is the second largest agency in the Federal Government. We serve 26 million Veterans with medical, financial, and memorial services by adhering to the highest standards of compassion, commitment, excellence, professionalism, integrity, accountability, and stewardship. VA employees serve in a wide variety of exciting jobs, earn competitive wages and benefits, and make a difference through public service! Working for VA is one of the most satisfying and professionally rewarding ways to dedicate your unique talents.

There are many paths to VA employment for individuals with disabilities. An individual with a disability may apply for any non-medical position via the non-competitive Schedule A hiring authority, or apply via the competitive process. All medical positions are filled non-competitively; Schedule A is not applicable to these positions.

Schedule A

Schedule A is an excepted service hiring authority available to Federal agencies to hire and/or promote individuals with disabilities to Title 5 positions without competition. Utilizing the Schedule A hiring authority to fill a vacancy allows Federal agencies to skip the traditional, and sometimes lengthy, competitive hiring process. Schedule A is a two-year probationary appointment that provides the opportunity for conversion to a permanent position.

Eligibility

Persons with disabilities (PWDs) may be eligible for a Schedule A appointment. PWDs may have a disability classified as a severe intellectual disability, a severe physical disability, or a psychiatric disability. To be eligible for consideration for a Schedule A appointment, you must have:

- the experience or education to qualify for the position that you are interested in applying for, and
- "proof of disability"*

* You can obtain "proof of disability" from a licensed medical professional (e.g., a physician or other medical professional duly certified by a State, the District of Columbia, or U.S. territory, to practice medicine), a licensed vocational rehabilitation specialist (i.e., State or private); or any Federal agency, State agency, or agency of the District of Columbia or a U.S. territory that issues or provides disability benefits. This is usually a short, simple letter. There is a sample on our website at: <http://www.diversity.va.gov/programs/pwd.aspx#library-sa>

Applying for Vacancies

VA's Job Opportunity Announcements (JOAs) are posted at www.vacareers.va.gov and www.usajobs.gov. For Title 5 positions, you may apply under Schedule A before a vacancy is announced, after a vacancy closes and until a job offer is made.

Applications can be mailed or hand-delivered directly to a VA Human Resources Office before a vacancy is announced. You can also apply directly to the JOA found at www.vacareers.va.gov and www.usajobs.gov.

MyCareer@VA, www.mycareeratva.va.gov, is your place to build a customized, step-by-step career plan that can lead you to rewarding VA job opportunities.

Veterans with Disabilities

VA is extremely proud of its record of leading and promoting the hiring of Veterans and Disabled Veterans in the Federal sector. Veterans with disabilities with the appropriate documentation can apply through Schedule A or through various Veterans Appointing Authorities. Reach out to a VA for Vets coach by phone at 1-855-VA4VETS (1-855-824-8387). Visit VA for Vets at www.VAforVets.VA.gov.

To learn more about the various Veterans appointing authorities, visit www.fedshirevets.gov.

Competitive Appointment

PWDs who wish to be hired directly into a permanent or time-limited positions may apply and compete for positions that are announced to all U.S. Citizens through www.usajobs.gov and www.vacareers.va.gov.

Types of VA Jobs

- Management Analysts
- Program Analysts
- Medical Officers**
- Nurses**
- Practical Nurses**
- Nursing Assistants**
- Administration and Program Positions
- Information Technology Management Positions
- Veterans Claims Examiners
- Medical Technicians**
- Pharmacists**
- Human Resources Specialists
- And Many More...

** Filled non-competitively (Title 38)